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ABSTRACT

The objective of this study was to determine the cost of implementing 27 career education instructional packages in 77 Mesa (Ariz.) public school classrooms, grade K-6. Costs were part of the regularly budgeted classroom, instructional, and related costs rather than new ones. Costs for implementing federal units were $.008 and for state units were $.009 per pupil per minute. A total of $12,393.58 from the regularly budgeted funds was spent implementing the units. The top three items were teacher in-class teaching time, teacher planning and preparation time, and resource materials. On the average a teacher spends two to three minutes of preparation for every five minutes of presentation. Modification of some of the packages is recommended due to unusually high preparation time or materials costs. Appendixes contain data collection instruments and a listing of the career education instructional package. (MS)

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MESA PUBLIC SCHOOLS CCD PROJECT

COST ANALYSIS OF THE IMPLEMENTATION OF CAREER EDUCATION INSTRUCTIONAL PACKAGES

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FINAL REPORT

JULY 18, 1973

CE 000 094

MESA PUBLIC SCHOOLS CCD PROJECT

COST ANALYSIS OF THE IMPLEMENTATION OF CAREER EDUCATION INSTRUCTIONAL PACKAGES

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FOREWARD

Career education is one of the more important recent trends in altering the emphasis in school curriculum. This thrust comes at the same time as demands for more effective and economical practices within our schools. Indeed, the attention being given to career education may not be parallel in time to, but may be an integral part of the increasing demands for accountability and practicality in public supported education.

Along with the demand for performance, methods and techniques have been and are being developed for more precise measurement in learning, and for measuring and assessing the related costs.

This study of the costs in implementing career education instructional packages into Mesa Public School classrooms is one of a growing number of efforts in instructional efficiency, and in cost accounting. From such studies, educators and concerned citizens will be in a better position to consider educational priorities, to consider curricular alternatives, and to make wiser budgetary decisions.

We wish to thank the many persons associated with the Mesa Public Schools, the Mesa Schools CCD Project, and the CVTE Project who helped in making this study possible. Special recognition is due Mr. Cliff Nugent, Mesa Schools Internal Auditor, who provided us with so much information and acted as a liaison person in carrying out this project. And last but not least, we must acknowledge and commend each and every teacher who completed one of our information gathering forms.

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ABSTRACT

The objective of this study was to determine the cost of implementing career education instructional packages in Mesa Public Schools K-6. The costs identified were not additional or new costs to the Mesa District; rather the costs were a part of the regularly budgeted classroom, instructional and related costs.

Some twenty-seven career education instructional packages (nineteen federal and eight state) were presented in some seventy-seven Mesa District classrooms during the time of this study (Sept. '72 - June '73). The costs for implementing federal and state instructional packages were nearly the same and amounted to eight-tenths of a cent per pupil per minute for federal units and nine-tenth of a cent per pupil per minute for state units. Put another way, the District mean per pupil cost for implementing the federal career instructional packages was $5.25; the District mean per pupil cost for implementing the state career instructional packages was $5.48.

A total of $12,393.58 from the regularly budgeted funds was spent in implementing the seventy-seven instructional packages considered in this study. The top three cost items were 1.) teacher in-class teaching time (50% of the total costs); 2.) teacher planning and preparation time (26% of the total costs), and 3.) resource materials (16% of the total costs).

In an investigation of the ratio between preparation time and instructional time, it was found that on the average a teacher spends two to three minutes of preparation for every five minutes of classroom presentation.

Careful examination of the data reaffirmed the great variations in human behavior; in this case particularly variations in teacher modes of operation and performance. Some teachers use many resource and instructional materials, while others use almost none. Some teachers take students on instructionally related field trips, while others do not. Some teachers teach a package of material rapidly - others teach it slowly. Some teachers spend a good deal of time in planning and preparation, others spend very little.

It appears in order to recommend that some of the instructional packages need possible modification due to the unusually high demands on preparation time or the requiring of large amounts of additional resource materials. Likewise, continuing investigation must be undertaken to insure appropriateness of content to student maturational level. (No analysis of student or teacher reaction to the career education units was undertaken as a part of this study.) It also appears apparent that the instructional packages should clearly specify alternative methods and learning routes possible in arriving at desired outcomes.

Perhaps the major finding of this study is the knowledge that an accurate cost analysis can be undertaken for implementing a specific instructional area. It would be interesting to compare the costs for implementing Career Education instructional packages with math, English and other areas of the curriculum.

I. INTRODUCTION

Background

The Mesa Public Schools' CCD Project is under grant #OEG 3-7-000158-2037 of the Department of Health, Education, and Welfare. The project is also under educational project #5988-26 of the Center for Vocational and Technical Education at the Ohio State University in cooperation with the Department of Health, Education, and Welfare. Funds from Arizona were made available to the project under Arizona Senate Bill 5 of 1971-72.

The implementation of the Center's program relates to the areas of curriculum development, in-service education, guidance, community resources, and evaluation. The Mesa School District is one of six school administrative districts across the country responsible for the development of Career Education Instructional Packages (IP's) under the Ohio State University CVTE Project. The other involved districts are Atlanta, Georgia; Hackensack, NewJersey; Pontiac, Michigan; Jefferson County, Colorado; and Los Angeles, California.

The Educational Resources Management Center at Northern Arizona University contracted with the Mesa Public School District to provide a Cost Analysis of the implementation of Career Education instructional packages into classrooms of that district.

History of the Cost Analysis Project

In December, 1971, initial contact was made between

representatives of the Mesa Public Schools and Northern Arizona University. At that time, and in January of 1972, discussion of proposed needs, a project proposal, and budget occurred. It was agreed that the Educational Resources Management Center (ERMC) at Northern Arizona University would contractually serve the Center for Career Development (CCD) of the Mesa School District in providing a cost analysis of the implementation of career education instructional packages into Mesa Schools.

Dr. Sam Bliss, Director of the ERMC, was designated coordinator for NAU responsibilities, and Mr. Cliff Nugent, Mesa Public Schools Internal Auditor, was designated Mesa District coordinator and liaison to enable and assist the project.

Between January and December, 1972, eight meetings were held between CCD--Mesa Public Schools personnel and ERMC--Northern Arizona University personnel. These meetings dealt with the following problems related to the study and this final report:

1. Continuing review of the progress being made on the development of career education IP's for which data was to be gathered.
2. Investigation and discussion of cost factors involved in implementing career education IP's into Mesa Schools.
3. Clarification and refinement of the cost elements to be considered in the implementation of the IP's.
4. Considerations regarding the data gathering instrument to be used in the study.
5. Field testing and adding refinements to the data gathering instrument.
6. Handling communication and public relations problems

relative to including data gathering instruments with the IP's taught and sampled in the study.

7. Modifications in the project calendar as the need arose.

Gathering of Data

During the period January---May 1973, cost implementation data forms were completed by and gathered from those teachers selected to complete the instrument.

An important fact is that the costs identified in this study were not additional or new costs to the Mesa School District. The costs identified are a part of the regularly budgeted classroom and instructional costs. This study deals with the portion of those normal costs attributable to the implementation of precisely developed and labeled career education instructional packages.

II. THE PROBLEM

In a complex democratic society, part of the evidence of progress is change. In school curriculums changes also occur, with modifications in existing programs, and occassionally with a major change in thrust or emphasis. Far too often, these changes have occurred without adequate assessment of either the educational value or the economics involved in curricular alterations.

The emphasis placed upon and the movement into career education represents a major change in curriculum in our schools. A respectable amount of both Federal and State funds have been made available for the development and the implementation of career education instructional materials. From inside and from outside the profession we hear calls for more accountability---demands for measureable growth and performance on the part of learners, and demands for more accurate cost accounting for old and new instructional programs. Educational insights and theory have been expanded, and the techniques and tools for assessment and cost accounting have been refined and sophisticated.

The Mesa School District is in or near the lead position in the development and the implementation of career education instructional packages. Because of the newness and the thrust in this program, and because of this district's desire to demonstrate responsibility and accountability in educational resources management, it was determined a natural situation existed for gathering data concerning the cost and effectiveness in the modification of a curriculum. This study relates to aspects of the cost.

Problem Limitations

It was decided among Mesa--CCD personnel and NAU--ERMC personnel that this study would relate only to:

1. the gathering of data
2. the processing and treatment of collected data
3. the reporting of findings, and
4. suggestions and recommendations

involving the cost of implementing career education IP's into classroom instruction in the Mesa Public Schools.

The research and development costs of these new instructional materials are not considered in this study. Likewise, for purposes of this study, efforts have not been made to assess quality of instructional materials, or to relate instructional effectiveness to costs. As noted in the introduction, these costs are not additional, but a portion of those regularly budgeted for operational purposes.

Elements of Cost

Consideration of costs related to general instructional activities, with modifications after the field test of the data gathering instrument, led to identification of the following cost elements in an instructional program.

1. Instructional personnel
   a. Orientation time
   b. In-service travel time
   c. Teacher planning time
   d. Teacher teaching time
   e. Para-professional time

2. Field trips

   a. Vehicle operation and maintenance

   b. Vehicle operator time

3. Instructional materials

   a. Normal instructional materials cost

   b. Resource materials cost

   c. Audio-visual equipment and maintenance cost

   d. Additional cost items

No effort was made to identify administrative or supervisory costs and expenses. Some such costs were no doubt related to the implementation of career education instructional packages, but these activities are broad and supportive, whatever the educational thrust might be at a particular time. Likewise, costs were not determined and pro-rated for the following.

1. Facilities (buildings)
2. Classroom furniture
3. Utilities
4. Insurance costs
5 Bonded indebtedness

Formulations Relating to Data

The cost of a teacher's time was determined by dividing the teacher's salary (including all fringe benefits) by the number of minutes in a contract year (200 days, 8 hours per day), and then multiplying by the number of minutes used. In team-teaching situations, the above procedure was used on the average of the salaries of the teachers involved. In in-service travel time (cost) mileage allowance and per diem expenses were added in where they appeared.

Para-professional cost was determined by dividing hourly salary (including all fringe benefits) by 60, and then multiplying by the number of minutes used.

Field trip costs were determined by a summation of the following:

1. Vehicle operation and maintenance, determined by vehicle mileage multiplied by operation and maintenance cost per mile, and

2. Vehicle operator's cost, determined by dividing operator's hourly salary (including all fringe benefits) by 60, and then multiplying by the number of minutes occupied.

Normal instructional supplies cost was determined by multiplying the Average Daily Membership of a classroom with the annual allocation per student for normal classroom instructional supplies. This product was then divided by the product obtained by multiplying the average number of instructional days in school year per student with the number of minutes in one school day per student. The resulting quotient was multiplied by the number of instructional minutes devoted to the instructional package.

Resource materials cost was determined by finding the product of the number of items used and the average cost per item.

Audio-visual cost information was determined by adding the initial cost of equipment and the maintenance cost over the expected life of the machine, dividing by the expected life of the equipment in minutes, and then multiplying this figure by the minutes used. Audio-visual equipment varies in initial cost and maintenance, depending upon quality and time purchased. Average initial outlay and maintenance figures were used in this

analysis, as shown in Table 1.

Table 1

Audio-Visual Equipment Cost Figures

Type of Equipment	Cost	Maintenance Cost over Life
Cassette Tape Recorder	$200.00	$50.00
Filmstrip Projector	225.00	35.00
Movie Projector	650.00	85.00
Opaque Projector	450.00	35.00
Overhead Projector	200.00	35.00
Phonograph	90.00	50.00
Slide Projector	225.00	35.00
Tape Recorder	300.00	90.00
Video Tape Recorder	2,400.00	300.00

Additional cost items represent materials purchased by a teacher or school to teach an instructional package (not available within normal classroom instructional supplies or existing resource materials). The figure is the total sum of purchases.

The reader's attention is called to Appendix A, where appears a facsimile of the Cost Analysis Data Collection Instrument, which contains a resource materials code, a para-professional code, and an audio-visual equipment code.

Source of Related Pertinent Data

The Mesa Public Schools' district records was the source of the following information.

1. Teacher, para-professional, and bus driver salaries (including all fringe benefits)
2. Teacher contract days in school year
3. Length of teachers' working day
4. Vehicle mileage, and operation and maintenance cost per mile
5. Annual allocation per student for normal classroom instructional supplies
6. Class enrollment for involved classrooms
7. Length of student school day
8. Cost of resource materials
9. Audio-visual equipment purchase and maintenance costs

Selection of Respondent Sample

It was determined that three cost analysis instruments would be gathered for each instructional package as it became available and was implemented. The classrooms from which data was gathered were randomly selected from among those rooms in which an instructional package was implemented.

During the information gathering period, twenty-seven instructional packages were implemented. Nineteen of these packages were developed under federal funding and programming, and show a "C" in the identification number. Eight packages were developed under state funding and programming, and show an "S" in the identification number. A listing of all packages, by number, title, and grade level is shown in Appendix B.

Four data gathering instruments were not returned, so costs on only two implementations is shown for the four instructional packages where this occurred.

III. FINDINGS

Tables 2--28, shown on pages 11--37, show the actual costs per instructional package implemented. These tables also show the costs for each classroom in which each of the units was implemented. A mean cost for each of the units implemented has been determined. Class enrollment is shown for the day each instructional package was implemented, and becomes a key factor in cost interpretation. A per pupil cost has been determined for each cost element and a per pupil total cost has been found for each instructional package implemented.

Federal packages have a "C" in the identification number, and state packages have an "S" in the identification number.

Table 29, shown on page 38, shows a comparison of mean implementation costs between federal and state instructional packages.

Table 30, shown on page 39, shows a comparison of mean cost per pupil instructional minute between federal and state instructional packages implemented.

(Tables 1--30 used in this report were developed by Mr. Scott Foster for use in his doctoral dissertation. Only slight modification and renumbering has taken place.)

Table 2

Cost of Implementing Career Education Instructional Package Number C3 into the Classroom

IP Name - A Study of Forestry and Related Careers

Grade 3

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	38	25	23	28.67	
Orientation Time Cost	3.15	.00	.00	1.05	.04
In-service Travel Cost	1.57	.00	.00	.52	.02
Teacher Planning Time Cost	12.06	86.99	22.43	40.49	1.41
Teacher Teaching Time Cost	25.69	110.27	53.15	63.04	2.20
Para-professional Cost	.00	2.32	.00	.77	.03
Total Instructional Personnel Cost	42.47	199.58	75.58	105.88	3.69
Vehicle Operation and Maintenance Cost	12.00	3.00	4.00	6.33	.22
Vehicle Operator's Cost	13.38	10.30	11.33	11.67	.41
Total Field Trip Cost	25.38	13.30	15.33	18.00	.63
Normal Instructional Materials Cost	3.80	2.50	2.30	2.87	.10
Resource Materials Cost	18.99	8.11	101.23	42.78	1.49
AV Equipment Cost	.02	.09	.26	.12	.004
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materials Cost	22.81	10.70	103.79	45.76	1.60
Total Package Implementation Cost	90.67	223.57	194.79	169.64	5.92

Table 3

Cost of Implementing Career Education Instructional Package Number C18 into the Classroom

IP Name - How Greeting Cards are Created

Grade 3

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	29	29	26	28	
Orientation Time Cost	12.19	.00	16.50	9.56	.34
In-service Travel Cost	1.46	.00	.00	.49	.02
Teacher Planning Time Cost	33.16	35.75	34.37	34.42	1.23
Teacher Teaching Time Cost	70.70	58.43	237.85	122.33	4.37
Para-professional Cost	9.27	.00	.00	3.09	.11
Total Instructional Personnel Cost	126.78	94.18	288.72	169.89	6.07
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	2.90	2.90	2.60	2.80	.10
Resource Materials Cost	.00	.00	.00	.00	.00
AV Equipment Cost	.00	.00	.00	.00	.00
Additional Cost Items Cost	28.73	.00	3.98	10.90	.39
Total Instructional Materiels Cost	31.63	2.90	6.58	13.70	.49
Total Package Implementation Cost	158.41	97.08	295.30	183.59	6.56

Table 4

Cost of Implementing Career Education Instructional Package Number ~~C321~~ 632-1 into the Classroom

IP Name - Learning about Business

Grade 2

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	51	23		37	
Orientation Time Cost	.00	.00	.00	.00	.00
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	29.85	61.42	.00	45.64	1.23
Teacher Teaching Time Cost	67.80	83.44	.00	75.62	2.04
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	97.65	144.87	.00	121.26	3.28
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	4.34	1.96	.00	3.15	.09
Resource Materials Cost	28.09	39.43	.00	33.76	.91
AV Equipment Cost	.03	.05	.00	.04	.001
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	32.45	41.44	.00	36.94	1.00
Total Package Implementation Cost	130.10	186.30	.00	158.20	4.28

Table 5

Cost of Implementing Career Education Instructional Package Number G322 into the Classroom

IP Name - Berries, Gold, and Credit Cards: Forms of Economic Exchange G32-2

Grade 2

Class Enrollment Cost Areas and Cost Elements	Classroom No. 1	Classroom No. 2	Classroom No. 3	Mean	Per-Pupil Cost
Class Enrollment	21	24		22.5	
Orientation Time Cost	.00	.00	.00	.00	.00
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	18.22	27.79	.00	23.00	1.02
Teacher Teaching Time Cost	28.33	40.37	.00	34.35	1.53
Para-professional Cost	.00	1.35	.00	.68	.03
Total Instructional Personnel Cost	46.55	69.52	.00	58.03	2.58
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materials Cost	.77	.88	.00	.83	.04
Resource Materials Cost	27.83	26.00	.00	26.92	1.20
AV Equipment Cost	.05	.08	.00	.06	.003
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materials Cost	28.65	26.96	.00	27.80	1.24
Total Package Implementation Cost	75.20	96.47	.00	85.83	3.82

Table 6

Cost of Implementing Career Education Instructional Package Number C33 into the Classroom

IP Name - Length and Area: Concepts, Skills, Tools and Workers

Grade 3

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	28	32	34	31.33	
Orientation Time Cost	7.67	.00	.00	2.56	.08
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	70.58	20.75	25.84	39.06	1.25
Teacher Teaching Time Cost	92.06	62.23	43.88	66.06	2.11
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	170.31	82.98	69.73	107.67	3.44
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materials Cost	2.80	3.20	3.40	3.13	.10
Resource Materials Cost	4.73	2.15	5.59	4.16	.13
AV Equipment Cost	.04	.02	.08	.05	.001
Additional Cost Items Cost	.88	.00	.00	.29	.009
Total Instructional Materials Cost	8.45	5.37	9.07	7.63	.24
Total Package Implementation Cost	178.76	88.35	78.79	115.30	3.68

Table 7

Cost of Implementing Career Education Instructional Package Number C51-1 into the Classroom

IP Name - Developing Locomotor Skills

Grade 1

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	30	23	30	27.67	
Orientation Time Cost	4.88	2.75	6.14	4.59	.17
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	47.22	30.25	55.24	44.23	1.60
Teacher Teaching Time Cost	50.69	54.31	48.33	51.11	1.85
Para-professional Cost	3.48	.00	.00	1.16	.04
Total Instructional Personnel Cost	106.27	87.30	109.70	101.09	3.65
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materials Cost	3.60	2.76	3.60	3.32	.12
Resource Materials Cost	.00	.00	.00	.00	.00
AV Equipment Cost	.00	.00	.00	.00	.00
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materials Cost	3.60	2.76	3.60	3.32	.12
Total Package Implementation Cost	109.87	90.06	113.30	104.41	3.77

Table 8

Cost of Implementing Career Education Instructional Package Number C51-2 into the Classroom

IP Name -- Physical Fitness Preparation for the World of Work

Grade 1

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	22	23	26	23.67	
Orientation Time Cost	9.88	.00	2.45	4.11	.17
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	66.71	22.66	68.61	52.66	2.23
Teacher Teaching Time Cost	126.83	84.18	95.57	102.19	4.32
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	203.43	106.84	166.63	158.97	6.72
Vehicle Operation and Maintenance Cost	15.00	.00	.00	5.00	.21
Vehicle Operator's Cost	19.56	.00	.00	6.52	.28
Total Field Trip Cost	34.56	.00	.00	11.52	.49
Normal Instructional Materiels Cost	2.64	2.76	3.12	2.84	.12
Resource Materials Cost	65.98	18.75	42.82	42.52	1.80
AV Equipment	.21	.05	.11	.12	.005
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	68.83	21.56	46.05	45.48	1.92
Total Package Implementation Cost	306.82	128.40	212.68	215.97	9.13

Table 9

Cost of Implementing Career Education Instructional Package Number C52 into the Classroom

IP Name - Making Toys through Teamwork

Grade 4

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	33	24	24	27	
Orientation Time Cost	5.85	4.39	6.87	5.70	.21
In-service Travel Cost	.49	.98	1.72	1.06	.04
Teacher Planning Time Cost	7.80	16.58	12.02	12.13	.45
Teacher Teaching Time Cost	61.92	56.56	41.77	53.42	1.98
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	76.07	78.50	62.38	72.31	2.68
Vehicle Operation and Maintenance Cost	15.00	.00	.00	5.00	.19
Vehicle Operator's Cost	20.59	.00	.00	6.86	.25
Total Field Trip Cost	35.59	.00	.00	11.86	.44
Normal Instructional Materiels Cost	2.90	2.11	2.11	2.38	.09
Resource Materials Cost	3.01	.00	.00	1.00	.04
AV Equipment Cost	.09	.00	.00	.03	.001
Additional Cost Items Cost	.00	3.06	.00	1.02	.04
Total Instructional Materiels Cost	6.01	5.17	2.11	4.43	.16
Total Package Implementation Cost	117.66	83.68	64.49	88.61	3.28

Table 10

Cost of Implementing Career Education Instructional Package Number C54 into the Classroom

IP Name - Economic Education

Grade 3

Class Enrollment Cost Areas and Cost Elements	Classroom No. 1	Classroom No. 2	Classroom No. 3	Mean	Per-Pupil Cost
Class Enrollment	26	52	25	34.33	
Orientation Time Cost	17.30	.00	2.10	6.46	.19
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	139.19	78.22	39.85	85.75	2.50
Teacher Teaching Time Cost	212.16	117.64	54.53	128.11	3.73
Para-professional Cost	.00	2.32	.00	.77	.02
Total Instructional Personnel Cost	368.64	198.18	96.48	221.10	6.44
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	3.55	7.11	3.42	4.69	.14
Resource Materials Cost	76.35	48.13	2.15	42.21	1.23
AV Equipment Cost	.13	.11	.03	.09	.003
Additional Cost Items Cost	4.62	10.00	.00	4.87	.14
Total Instructional Materiels Cost	84.65	65.35	5.60	51.87	1.51
Total Package Implementation Cost	453.29	263.52	102.08	272.96	7.95

Table 11

Cost of Implementing Career Education Instructional Package Number C57 into the Classroom

IP Name - Economic Education

Grade 4

Class Enrollment Cost Areas and Cost Elements	Classroom No. 1	Classroom No. 2	Classroom No. 3	Mean	Per-Pupil Cost
Class Enrollment	32	35	30	32.33	
Orientation Time Cost	2.19	4.35	6.07	4.20	.13
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	30.12	36.21	31.88	32.74	1.01
Teacher Teaching Time Cost	35.60	87.63	81.97	68.40	2.12
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	67.91	128.18	119.91	105.33	3.26
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materials Cost	5.12	5.60	4.80	5.17	.16
Resource Materials Cost	5.47	6.91	1.29	4.56	.14
AV Equipment Cost	.06	.06	.02	.05	.001
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materials Cost	10.65	12.57	6.11	9.78	.30
Total Package Implementation Cost	78.55	140.75	126.03	115.11	3.56

Table 12

Cost of Implementing Career Education Instructional Package Number C59 into the Classroom

IP Name -- Careers in Art

Grade 5

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	33	38	35	35.33	
Orientation Time Cost	6.29	.00	2.02	2.77	.00
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	55.58	25.74	15.18	32.17	.91
Teacher Teaching Time Cost	162.55	108.43	104.23	125.07	3.54
Para-professional Cost	4.44	2.70	.77	2.64	.08
Total Instructional Personnel Cost	228.86	136.87	122.21	162.65	4.60
Vehicle Operation and Maintenance Cost	9.00	10.75	7.25	9.00	.26
Vehicle Operator's Cost	16.47	16.47	12.35	15.10	.43
Total Field Trip Cost	25.47	27.22	19.60	24.10	.68
Normal Instructional Materiels Cost	5.61	6.46	5.95	6.01	.17
Resource Materials Cost	.00	16.01	132.65	49.55	1.40
AV Equipment Cost	.00	.17	.04	.07	.002
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	5.61	22.64	138.64	55.63	1.57
Total Package Implementation Cost	259.94	186.74	280.44	242.38	6.86

Table 13

Cost of Implementing Career Education Instructional Package Number C75 into the Classroom

IP Name - Economic Education

Grade 1

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	29	22	26	25.67	
Orientation Time Cost	3.04	3.75	9.14	5.31	.21
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	41.49	35.66	79.36	52.17	2.03
Teacher Teaching Time Cost	35.42	46.45	111.90	64.59	2.52
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	79.94	85.87	200.40	122.07	4.76
Vehicle Operation and Maintenance Cost	.00	.00	2.00	.67	.03
Vehicle Operator's Cost	.00	.00	8.24	2.75	.11
Total Field Trip Cost	.00	.00	10.24	3.41	.13
Normal Instructional Materiels Cost	2.61	1.98	2.34	2.31	.09
Resource Materials Cost	6.45	19.44	17.32	14.40	.56
AV Equipment Cost	.08	.05	.00	.04	.002
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	9.14	21.47	19.66	16.76	.65
Total Package Implementation Cost	89.08	107.34	230.30	142.24	5.54

Table 14

Cost of Implementing Career Education Instructional Package Number C76 into the Classroom

IP Name - Becoming Aware of Needs and Responsibilities

Grade K

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	23	24	21	22.67	
Orientation Time Cost	4.39	.00	6.85	3.75	.17
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	27.79	47.43	37.11	37.45	1.65
Teacher Teaching Time Cost	70.70	107.24	61.66	79.87	3.52
Para-professional Cost	.39	.00	.77	.39	.02
Total Instructional Personnel Cost	103.27	154.67	106.40	121.44	5.36
Vehicle Operation and Maintenance Cost	.00	.00	4.75	1.58	.07
Vehicle Operator's Cost	.00	.00	8.24	2.75	.12
Total Field Trip Cost	.00	.00	12.99	4.33	.19
Normal Instructional Materiels Cost	7.25	7.56	6.62	7.14	.32
Resource Materials Cost	109.63	34.66	15.75	53.35	2.35
AV Equipment Cost	.02	.05	.02	.03	.001
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	116.89	42.27	22.38	60.51	2.67
Total Package Implementation Cost	220.16	196.94	141.76	186.29	8.22

Table 15

Cost of Implementing Career Education Instructional Package Number C78 into the Classroom

IP Name - Attitudes, Tasks and Completion

Grade 2

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	62	23	25	36.67	
Orientation Time Cost	2.75	4.13	1.57	2.82	.08
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	65.99	24.75	50.34	47.03	1.28
Teacher Teaching Time Cost	63.93	107.24	65.02	78.73	2.15
Para-professional Cost	1.74	.00	.00	.58	.02
Total Instructional Personnel Cost	134.41	136.11	116.93	129.15	3.52
Vehicle Operation and Maintenance Cost	.00	13.50	.00	4.50	.12
Vehicle Operator's Cost	.00	20.51	.00	6.84	.19
Total Field Trip Cost	.00	34.01	.00	11.34	31
Normal Instructional Materiels Cost	7.44	2.76	3.00	4.40	.12
Resource Materials Cost	.00	24.40	50.40	24.93	.68
AV Equipment Cost	.00	.00	.07	.02	.001
Additional Cost Items Cost	.00	.00	10.00	3.33	.09
Total Instructional Materiels Cost	7.44	27.16	63.47	32.69	.89
Total Package Implementation Cost	141.85	197.29	180.40	173.18	4.72

Table 16

Cost of Implementing Career Education Instructional Package Number C91 into the Classroom

IP Name - Workers around Us

Grade K

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	27	27	61	38.33	
Orientation Time Cost	4.39	4.55	2.53	3.82	.10
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	21.94	19.73	18.72	20.13	.53
Teacher Teaching Time Cost	37.06	36.43	42.50	38.66	1.01
Para-professional Cost	.00	.00	5.60	1.87	.05
Total Instructional Personnel Cost	63.39	60.72	69.35	64.48	1.68
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	3.78	3.78	8.54	5.37	.14
Resource Materials Cost	16.74	16.74	.00	11.16	.29
AV Equipment Cost	.00	.00	.00	.00	.00
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	20.52	20.52	8.54	16.53	.43
Total Package Implementation Cost	83.91	81.24	77.89	81.01	2.11

Table 17

Cost of Implementing Career Education Instructional Package Number C93 into the Classroom

IP Name - People Who Work with Animals

Grade 2

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	18	30	23	23.67	
Orientation Time Cost	3.68	4.13	4.13	3.98	.17
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	27.57	45.37	22.69	31.87	1.35
Teacher Teaching Time Cost	75.96	141.61	76.99	98.19	4.15
Para-professional Cost	2.32	2.32	.00	1.54	.07
Total Instructional Personnel Cost	109.32	193.42	103.80	135.58	5.73
Vehicle Operation and Maintenance Cost	.00	.00	13.25	4.42	.19
Vehicle Operator's Cost	.00	.00	14.41	4.80	.20
Total Field Trip Cost	.00	.00	27.66	9.22	.39
Normal Instructional Materials Cost	1.26	2.10	1.61	1.66	.07
Resource Materials Cost	22.08	56.19	25.41	34.56	1.46
AV Equipment Cost	.10	.13	.14	.12	.005
Additional Cost Items Cost	.00	.55	.13	.23	.01
Total Instructional Materials Cost	23.44	58.97	27.29	36.57	1.55
Total Package Implementation Cost	132.96	252.39	158.75	141.37	7.66

Table 18

Cost of Implementing Career Education Instructional Package Number C94 into the Classroom

IP Name - Activities, Roles and Occupations

Grade 2

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	18	30	19	22.33	
Orientation Time Cost	4.60	2.94	1.88	3.14	.14
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	61.37	22.02	22.52	35.31	1.58
Teacher Teaching Time Cost	166.47	56.52	58.18	93.73	4.20
Para-professional Cost	.00	.00	.97	.32	.01
Total Instructional Personnel Cost	232.45	81.48	83.55	132.49	5.93
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materials Cost	1.26	2.10	1.33	1.56	.07
Resource Materials Cost	.00	.00	.00	.00	.00
AV Equipment Cost	.00	.00	.00	.00	.00
Additional Cost Items Cost	1.30	.00	.00	.43	.02
Total Instructional Materials Cost	2.56	2.10	1.33	2.00	.09
Total Package Implementation Cost	235.01	83.58	84.88	134.49	6.02

Table 19

Cost of Implementing Career Education Instructional Package Number C96 into the Classroom

IP Name - Community Workers

Grade 2

Class Enrollment Cost Areas and Cost Elements	Classroom No. 1	Classroom No. 2	Classroom No. 3	Mean	Per-Pupil Cost
Class Enrollment	27	26	26	26.33	
Orientation Time Cost	72.86	5.31	.00	26.06	.99
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	47.06	9.73	22.25	26.35	1.00
Teacher Teaching Time Cost	51.61	34.51	42.19	42.77	1.62
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	171.52	49.56	64.44	95.17	3.61
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	1.22	1.17	1.17	1.19	.05
Resource Materials Cost	20.16	12.75	41.74	24.88	.95
AV Equipment Cost	.07	.11	.13	.10	.004
Additional Cost Items Cost	.00	.25	.60	.28	.01
Total Instructional Materiels Cost	21.44	14.28	43.64	26.45	1.01
Total Package Implementation Cost	192.97	63.83	108.09	121.63	4.62

Table 20

Cost of Implementing Career Education Instructional Package Number C98 into the Classroom

IP Name - The Supermarket

Grade 3

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	26	26	31	27.67	
Orientation Time Cost	5.71	5.71	6.61	6.01	.22
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	29.50	68.51	33.03	43.68	1.58
Teacher Teaching Time Cost	168.43	127.51	106.43	134.12	4.85
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	203.63	201.73	146.07	183.81	6.64
Vehicle Operation and Maintenance Cost	1.00	1.00	2.00	1.33	.05
Vehicle Operator's Cost	8.24	8.24	8.24	8.24	.30
Total Field Trip Cost	9.24	9.24	10.24	9.57	.35
Normal Instructional Materials Cost	2.47	2.47	2.95	2.63	.10
Resource Materials Cost	24.41	27.66	15.33	22.47	.81
AV Equipment Cost	.13	.15	.07	.12	.004
Additional Cost Items Cost	.00	.00	.64	.21	.008
Total Instructional Materials Cost	27.01	30.28	18.99	25.42	.92
Total Package Implementation Cost	239.88	241.24	175.29	218.81	7.91

Table 21

Cost of Implementing Career Education Instructional Package Number S210 into the Classroom

IP Name - Growing with Responsibilities

Grade 5

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	28	34	.00	31	
Orientation Time Cost	.00	2.93	.00	1.46	.05
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	42.27	21.94	.00	32.11	1.04
Teacher Teaching Time Cost	72.90	63.88	.00	68.39	2.21
Para-professional Cost	10.04	.00	.00	5.02	.16
Total Instructional Personnel Cost	125.21	88.74	.00	106.98	3.45
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	2.13	2.58	.00	2.36	.08
Resource Materials Cost	28.46	16.61	.00	22.54	.73
AV Equipment Cost	.19	.08	.00	.14	.004
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	30.78	19.28	.00	25.03	.81
Total Package Implementation Cost	155.99	108.02	.00	132.00	4.26

Table 22

Cost of Implementing Career Education Instructional Package Number S508 into the Classroom

IP Name - Money Matters

Grade 3

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	24	23	25	24	
Orientation Time Cost	.00	1.89	7.24	3.04	.13
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	27.31	27.76	41.95	32.34	1.35
Teacher Teaching Time Cost	50.22	60.32	81.27	63.94	2.66
Para-professional Cost	2.32	.00	.00	.77	.03
Total Instructional Personnel Cost	79.84	89.98	130.46	100.09	4.17
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	2.40	2.30	2.50	2.40	.10
Resource Materials Cost	51.06	5.15	3.00	19.74	.82
AV Equipment Cost	.03	.04	.01	.02	.001
Additional Cost Items Cost	.00	.00	2.34	.78	.03
Total Instructional Materiels Cost	53.49	7.49	7.85	22.94	.96
Total Package Implementation Cost	133.33	97.46	138.30	123.03	5.13

Table 23

Cost of Implementing Career Education Instructional Package Number S509 into the Classroom

IP Name - Yearnings and Earnings

Grade 4

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	56	32	30	39.33	
Orientation Time Cost	3.62	3.04	1.84	2.83	.07
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	74.14	19.23	44.11	45.83	1.17
Teacher Teaching Time Cost	66.30	57.17	67.39	63.62	1.62
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	144.06	79.44	113.33	112.28	2.85
Vehicle Operation and Maintenance Cost	3.00	.00	.00	1.00	.03
Vehicle Operator's Cost	7.46	.00	.00	2.49	.06
Total Field Trip Cost	10.46	.00	.00	3.49	.09
Normal Instructional Materiels Cost	4.48	2.56	2.40	3.15	.08
Resource Materials Cost	28.83	219.50	.00	82.78	2.10
AV Equipment Cost	.19	.02	.00	.07	.002
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	33.50	222.08	2.40	85.99	2.19
Total Package Implementation Cost	188.02	301.51	115.73	201.75	5.13

Table 24

Cost of Implementing Career Education Instructional Package Number S510 into the Classroom

IP Name - Sailing with Sales

Grade 5

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	32	32	33	32.33	
Orientation Time Cost	4.40	5.71	.00	3.37	.10
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	70.34	70.42	27.95	56.24	1.74
Teacher Teaching Time Cost	109.91	94.21	72.92	92.34	2.86
Para-professional Cost	.00	1.54	.00	.52	.02
Total Instructional Personnel Cost	184.64	171.87	100.88	152.46	4.72
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	2.56	2.56	2.64	2.59	.08
Resource Materials Cost	3.44	5.62	14.71	7.92	.25
AV Equipment Cost	.13	.03	.07	.08	.002
Additional Cost Items	10.99	1.45	.39	4.28	.13
Total Instructional Materiels Cost	17.12	9.66	17.81	14.86	.46
Total Package Implementation Cost	201.76	181.53	118.68	167.33	5.18

Table 25

Cost of Implementing Career Education Instructional Package Number 8511 into the Classroom

IP Name - What's My Line

Grade 6

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	29	51	29	36.33	
Orientation Time Cost	5.71	11.70	6.07	7.83	.22
In-service Travel Cost	1.90	.00	1.01	.97	.03
Teacher Planning Time Cost	88.50	40.96	22.77	50.74	1.40
Teacher Teaching Time Cost	191.26	24.38	46.04	87.23	2.40
Para-professional Cost	.00	.00	2.32	.77	.02
Total Instructional Personnel Cost	287.37	77.04	78.21	147.54	4.06
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materials Cost	2.32	4.08	2.32	2.91	.08
Resource Materials Cost	45.01	51.84	62.73	53.19	1.46
AV Equipment Cost	.12	.07	.06	.08	.002
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materials Cost	47.45	55.99	65.11	56.18	1.55
Total Package Implementation Cost	334.82	133.03	143.32	203.72	5.61

Table 26

Cost of Implementing Career Education Instructional Package Number S608 into the Classroom

IP Name -- Eye and Ear Tools

Grade 3

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	27	25	.00	26	
Orientation Time Cost	.00	.00	.00	.00	.00
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	40.19	26.08	.00	33.14	1.27
Teacher Teaching Time Cost	56.04	99.73	.00	77.88	3.00
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	96.22	125.81	.00	111.02	4.27
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materials Cost	2.70	2.50	.00	2.60	.10
Resource Materials Cost	28.57	43.98	.00	36.28	1.40
AV Equipment Cost	.03	.06	.00	.04	.002
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materials Cost	31.30	46.54	.00	38.92	1.50
Total Package Implementation Cost	127.52	172.35	.00	149.93	5.77

Table 27

Cost of Implementing Career Education Instructional Package Number S609 into the Classroom

IP Name - Tooling Around

Grade 4

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	32	32	30	31.33	
Orientation Time Cost	10.32	9.21	12.20	10.58	.34
In-service Travel Cost	2.58	2.30	.00	1.63	.05
Teacher Planning Time Cost	117.01	69.04	38.62	74.89	2.39
Teacher Teaching Time Cost	113.35	105.87	77.24	105.49	3.37
Para-professional Cost	.00	2.51	.00	.84	.03
Total Instructional Personnel Cost	263.27	188.93	128.06	193.42	6.17
Vehicle Operation and Maintenance Cost	.00	.00	.00	.00	.00
Vehicle Operator's Cost	.00	.00	.00	.00	.00
Total Field Trip Cost	.00	.00	.00	.00	.00
Normal Instructional Materiels Cost	2.56	2.56	2.40	2.51	.08
Resource Materials Cost	.00	14.66	14.66	9.77	.31
AV Equipment Cost	.00	.03	.04	.02	.001
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materiels Cost	2.56	17.25	17.10	12.30	.39
Total Package Implementation Cost	265.83	206.18	145.16	205.72	6.57

Table 28

Cost of Implementing Career Education Instructional Package Number S710 into the Classroom

IP Name - Readin', Writin', and Relevance

Grade 5

Class Enrollment Cost Areas and Cost Elements	Class-room No. 1	Class-room No. 2	Class-room No. 3	Mean	Per-Pupil Cost
Class Enrollment	30	31	31	30.67	
Orientation Time Cost	3.15	6.14	5.36	4.88	.16
In-service Travel Cost	.00	.00	.00	.00	.00
Teacher Planning Time Cost	30.41	63.67	20.97	38.35	1.25
Teacher Teaching Time Cost	64.49	69.81	51.20	61.83	2.02
Para-professional Cost	.00	.00	.00	.00	.00
Total Instructional Personnel Cost	98.05	139.62	77.53	105.07	3.43
Vehicle Operation and Maintenance Cost	13.25	.00	.00	4.42	.14
Vehicle Operator's Cost	16.78	.00	.00	5.59	.18
Total Field Trip Cost	30.03	.00	.00	10.01	.33
Normal Instructional Materials Cost	2.14	2.21	2.21	2.19	.07
Resource Materials Cost	15.65	13.95	14.38	14.66	.48
AV Equipment Cost	.09	.03	.02	.05	.002
Additional Cost Items Cost	.00	.00	.00	.00	.00
Total Instructional Materials Cost	17.88	16.19	16.62	16.90	.55
Total Package Implementation Cost	145.97	155.81	94.14	131.97	4.30

Table 29

Comparison of Mean Implementation Cost between State and Federal Instructional Packages

	Mean Cost for Instructional Personnel	Mean Cost for Field Trips	Mean Cost for Instructional Materiels	Mean Total Cost	District Mean Per-Pupil Cost
Federal Instructional Packages	124.65	5.44	27.33	157.42	5.25
State Instructional Packages	128.61	1.69	34.14	164.44	5.48

Table 30

Comparison of Mean Cost Per-Minute for Implementation Time between State and Federal Instructional Packages

	Mean Cost Per-Minute for Instructional Personnel	Mean Cost Per-Minute for Field Trips	Mean Cost Per-Minute for Instructional Materiels	Mean Total Cost Per-Minute	District Mean Per-Pupil Cost Per-Minute
Mean Cost Per-Minute of Actual Average Instructional Time, Federal Instructional Packages	.19	.008	.04	.24	.008
Mean Cost Per-Minute of Actual Average Instructional Time, State Instructional Packages	.22	.003	.06	.28	.009

A total of $12,393.58 was spent in implementing the 77 instructional packages considered in this study. This was not new money, but a portion of the regularly budgeted operational funds. The percentage of the $12,393.58 attributable to each cost element is shown in Table 31.

Table 31

Percentage of Total Cost Attributable to Each Cost Element

Element	Percentage of Total Cost	Percentage of Total Cost
Orientation time	3.0	
In-service travel	0.1	
Teacher planning time	25.5	
Teacher teaching time	49.7	
Para-professional	0.5	
Total instructional personnel		78.9
Vehicle operation and maintenance	1.0	
Vehicle operator	1.7	
Total field trip		2.7
Normal instructional materials	2.0	
Resource materials	15.8	
AV equipment cost and maintenance	0.04	
Additional cost items	0.6	
Total instructional materials		18.4
	Total	100.0

The percentage of each cost in the above table is rounded to the nearest tenth of a percentin all cases except for AV equipment, where if rounded in such a way would have appeared as zero.

A cost breakdown by grade level into which instructional packages were intoduced is shown in Table 32 on page 41.

Table 32

Mean Costs Related To Instructional Packages
Implemented Into A Specific Grade Level

Grade	No. of Packages Implemented	Instructional Personnel Cost	Field Trip Cost	Instructional Materials Cost	Total Cost
Kindergarten	6	92.96	2.17	38.52	133.65
First	9	127.38	4.98	21.85	154.21
Second	16	111.95	3.43	27.08	142.46
Third	20	142.78	3.94	29.46	176.18
Fourth	12	120.84	3.84	28.13	152.81
Fifth	11	131.79	8.78	28.11	168.68
Sixth	3	147.54	0.00	56.18	203.72

Table 33, shown on page 43, shows a comparison of anticipated instructional time and actual instructional time for the federal instructional packages implemented.

Table 34, shown on page 44, shows a comparison of anticipated instructional time and actual instructional time for the state instructional packages implemented.

Table 35, shown on page 45, shows the approximate preparation time, in minutes, spent by the teachers who implemented the federal instructional packages. Table 36, shown on page 46, shows similar information for the implemented state instructional packages. The figures in these two tables were arrived at by considering orientation time, in-service travel time, and teacher planning time as significant factors in preparation for the teaching of the IP.

Because instructional costs accounted for almost 79% of total expenditures, and teacher costs accounted for in excess of 78% of the total, teacher salaries are a significant factor in any cost study. In examining the figures for the implemented IPs, great variations in instructional costs are evident.

Interestingly, there is no correlation between the minutes spent in preparation for and teaching IPs, and the total instructional cost for implementing IPs. Some cost more for 1 minute of instruction than others cost for 2 minutes of instruction. This can be credited to the great variations in the cost of teachers, caused by factors shown in the self-explanatory tables 37--40 shown on pages 47 and 48.

Table 33

Comparison of Anticipated Instructional Time and Actual Instructional Time in Minutes by Classroom for Federal Units Implemented

Federal Unit No.	Anticipated Instructional Time	Actual Instructional Time				
		Classroom No. 1	Classroom No. 2	Classroom No. 3	Total	Mean
C3	600	245	900	545	1,690	563
C18	600	725	425	1,730	2,880	960
C32-1	510	670	720		1,390	695
C32-2	220	280	385		665	333
C33	600	600	615	450	1,665	555
C51-1	720	467	395	315	1,177	392
C51-2	720	770	650	780	2,200	733
C52	660	635	580	365	1,580	527
C54	820	1,288	925	520	2,733	911
C57	1,200	325	605	810	1,740	580
C59	1,275	1,550	990	1,030	3,570	1,190
C75	540	350	495	980	1,825	608
C76	945	725	780	540	2,045	632
C78	720	465	780	620	1,865	622
C91	420	380	360	420	1,160	387
C93	420	620	1,030	560	2,210	737
C94	420	1,085	385	620	2,090	697
C96	270	510	195	275	980	327
C98	570	885	670	725	2,280	760

Actual mean instructional time per federal package = 650 minutes.

Table 34

Comparison of Anticipated Instructional Time and Actual Instructional Time in Minutes by Classroom for State Units Implemented

State Unit No.	Anticipated Instructional Time	Actual Instructional Time				
		Classroom No. 1	Classroom No. 2	Classroom No. 3	Total	Mean
S210	570	595	655		1,250	625
S508	600	515	478	775	1,768	589
S509	600	550	565	550	1,665	555
S510	600	750	495	600	1,845	615
S511	600	1,005	250	455	1,710	570
S608	600	495	650		1,145	573
S609	600	775	690	570	2,035	678
S710	535	615	455	525	1,595	532

Actual mean instructional time per state package = 592 minutes.

Table 35

Approximate Preparation Time in Minutes Spent by Teachers Implementing Federal Packages

Federal IP No.	Approximate Preparation Time			
	Room 1	Room 2	Room 3	Mean
C3	159	711	229	366
C18	479	259	369	369
C32-1	295	529		412
C32-2	179	265		222
C33	510	202	266	326
C51-1	481	240	398	373
C51-2	465	174	579	406
C52	145	226	178	183
C54	950	618	400	656
C57	294	280	395	323
C59	589	236	171	332
C75	438	418	782	546
C76	329	344	374	349
C78	500	210	494	402
C91	270	240	210	240
C93	255	360	195	270
C94	430	170	258	286
C96	1184	85	144	471
C98	185	390	271	282

Approximate mean preparation time per federal package was 360 minutes.

The preparation time for federal packages was 55.4% of the teaching time spent on federal packages.

Table 36

Approximate Preparation Time in Minutes Spent by Teachers Implementing State Packages

State IP No.	Approximate Preparation Time			
	Room 1	Room 2	Room 3	Mean
S210	345	255		300
S508	278	234	469	327
S509	646	220	373	413
S510	510	399	228	379
S511	504	540	294	446
S608	348	170		259
S609	888	524	376	596
S710	320	455	269	348

Approximate mean preparation time per state package was 393 minutes.

The preparation time for state packages was 66.4% of the teaching time spent on state packages.

Table 37

Distribution of Teacher Age for Teachers
Implementing Career Education IPs

Teacher Age	Frequency	Cumulative Frequency	Percentage	Cumulative Percentage
21-25	24	24	31.0	31.0
26-30	9	33	12.0	43.0
31-35	3	36	4.0	47.0
36-40	6	42	8.0	55.0
41-45	10	52	13.0	68.0
46-50	4	56	5.0	73.0
51-55	9	65	12200	85.0
56-60	7	72	9.0	94.0
61-65	5	77	6.0	100.0

Table 38

Distribution of Total Teaching Experience for Teachers
Implementing Career Education IPs

Teaching Experience in Years	Frequency	Cumulative Frequency	Percentage	Cumulative Percentage
4 or less	37	37	48.0	48.0
5-8	7	44	9.0	57.0
9-12	8	52	10.4	67.4
13-16	8	60	10.4	77.8
17-20	6	66	8.0	85.8
21 Or more	11	77	14.2	100.0

Table 39

Distribution of Teaching Experience in Mesa for Teachers Implementing Career Education IPs

Teaching Experience in Years	Frequency	Cumulative Frequency	Percentage	Cumulative Percentage
4 or less	43	43	56.0	56.0
5-8	10	53	13.0	69.0
9-12	7	60	9.0	78.0
13-16	6	66	8.0	86.0
17-20	9	75	12.0	98.0
21 or more	2	77	2.0	100.0

Table 40

Distribution of Highest Educational Level Achieved by Teachers Implementing Career Education IPs

Educational Level	Frequency	Cumulative Frequency	Percentage	Cumulative Percentage
BA	31	31	40.0	40.0
BA + 15	12	43	16.0	56.0
BA + 30	12	55	16.0	72.0
BA + 45	4	59	5.0	77.0
MA	8	69	10.0	87.0
MA + 15	3	70	4.0	91.0
MA + 30	1	71	1.0	92.0
MA + 45 or Educ. Spec.	6	77	8.0	100.0

IV. CONCLUSION

Summary and Analysis

This study had as its purpose the study of costs in implementing career education instructional packages.

It was found that slightly over 78% of the total implementation costs were attributable to teacher salaries. It was found that an approximate 3/5 ratio existed between preparation time and instructional time. For every three minutes of preparation and planning, approximately five minutes of classroom instruction occurred.

Yet these are means, which do not tell of the extremes. In no less than four implementations, it was found that instructional personnel costs amounted to less than 45% of the total. In no less than five cases, instructional personnel costs came to over 97% of the total, showing about 99% in two cases. The figures on IP S509, in particular, stand out in showing the bottom extreme of 26% in one implementation, and near the top extreme with 98% in another implementation, on costs for instructional personnel.

When considering preparation versus instruction time, great extremes were also found. In fourteen implementations preparation time was less than 40% of instruction time. In seven cases the percentage fell between 20% and 30%, and in one case preparation time was only 17% of the instructional time. On the other hand, in nine cases more time was spent in preparation than in instruction. In seven cases the percentage was between 100% and 127%, and the other two cases showed 216% and 232%.

Relating to the preceding paragraph, Table 41 shows data for IPs where there were extremely high and extremely low preparation time/instruction time ratios.

Table 41

Extreme Preparation Time/Instruction Time Ratios

IP No.	Room	Approximate Preparation Time (min.)	Actual Instruction Time (min.)	Preparation/ Instruction Ratio
C96 (270 minutes anticipated instruction time)				
	#1	1184	510	2.32
	#2	85	195	.44
	#3*	144	275	.52
S511 (600 minutes anticipated instruction time)				
	#1	504	1005	.50
	#2	540	250	2.16
	#3	294	455	.65
C18 (600 minutes anticipated instruction time)				
	#1	479	725	.66
	#2*	259	425	.61
	#3	369	1730	.21
C59 (1275 minutes anticipated instruction time)				
	#1	589	1550	.38
	#2*	236	990	.24
	#3	171	1030	.17

The data collection instruments showed orientation time for all rooms except those marked *.

Only one of the fourteen lowest preparation/instruction ratios occurred for state IPs. On the other hand, four of the nine highest ratios were found for state IPs.

An investigation was made to see whether orientation time was a significant factor in lowering the preparation/instruction ratio. Surprisingly, it seemed to have an opposite effect, raising the ratio for both federal and state IPs, and the amount

of change was statistically significant for state IPs. This data is shown in Table 42.

Table 42

Preparation Time/Instruction Time Ratios Where All Teachers Implementing an IP were Given Orientation

IP No.	Preparation/Instruction Ratio		
	Room 1	Room 2	Room 3
C51-1	1.03	.61	1.27
C52	.23	.39	.49
C57	.91	.46	.49
C75	1.25	.85	.80
C78	1.08	.27	.79
C91	.71	.67	.50
C93	.41	.35	.35
C94	.39	.44	.42
C98	.21	.58	.37
For the above federal IPs, the mean preparation/instruction ratio was .604. For all federal IPs implemented, the mean ratio was .554			
S509	1.17	.39	.68
S511	.50	2.16	.65
S609	1.15	.76	.66
S710	.52	1.00	.51
For the above state IPs, the mean preparation/instruction ratio was .846. For all state IPs implemented, the mean ratio was .664.			

The anticipated mean instructional time for federal IPs implemented was 644 minutes, whereas the actual mean instructional time was 650 minutes. The anticipated mean instructional time for state IPs implemented was 588 minutes and the actual mean instructional time was 592 minutes. These mean comparisons are striking, and highly misleading. Table 43, on the next page shows those IPs taught in twice or almost twice the prescribed time, and those taught in less than one-half the prescribed time.

Table 43

Anticipated Teaching Time vs. Actual Teaching Time

IP No.	Anticipated Instruction Time	Actual Instruction Time Room 1	Room 2	Room 3
C3	600	245 (½)	900	545
C18	600	725	425	1730 (÷2)
C32-2	220	280	385 (▷÷2)	---
C51-1	720	467	395	315 (½)
C57	1200	325 (½)	605	810 ←-----
C75	540	350	495	980 (▷÷2)
C93	420	620	1030 (÷2)	460 ←-----
C94	420	1085 (÷2)	385	620
C96	270	510 (▷÷2)	195	275
S511	600	1005 (▷÷2)	250 (½)	455

Meaning of symbols
(½) used less than ½ prescribed time
(÷2) used double the prescribed time
(▷÷2) used almost double the prescribed time
←----- special attention called to all times this IP

Attention is particularly called to these cases from the preceding table:

IP C57, where in each case the actual instruction time was markedly below the anticipated time.

IP C93, where in each case the actual instruction time was markedly above the anticipated time.

IP S511, where there were extreme deviations both below and above in actual instruction time when compared with the anticipated time.

Generally, the anticipated instructional times proved to be more realistic in comparison to actual times on the state IPs than on the federal IPs. (See Tables 33 and 34, pages 43 and 44 of this report.)

In four IP implementations, the instructional materials cost exceeded the instructional personnel cost. Because this appeared vastly different from the typical pattern, and from the mean averages per cost element, these cases are worth noting. In each case this variation was because if identified costs of resource materials. It occurred once for each of the IPs shown in Table 44.

Table 44

Resource Materials Cost in Excess of Instructional Personnel Cost

IP No.	Instructional Personnel Cost	Resource Materials Cost
C3	$ 75.58	$101.23
C59	122.21	132.65
C76	103.27	109.63
S509	779.44	222.08

No other unusual cost discrepencies were noted in analyzing the gathered data.

The district mean per pupil cost for federal IPs taught was $5.25. The district mean per pupil cost per minute of instruction on these federal packages was $0.008 (eight tenths of a cent). The district mean per pupil cost for state IPs taught was $5.48. The district mean per pupil cost per minute of instruction for state packages was $0.009 (nine tenths of a cent). The instructional cost variation between federal and state IPs is not statistically significant. The higher preparation time/instructional time ratio for state IPs, however, would have contributed to the higher per pupil per minute instructional cost for state IPs.

Careful examination of this data again reaffirms the great variations in human behavior, and in this case more precisely variations in teacher modes of operation and performance. Some teachers use many resource and instructional materials, while others use almost none. Some teachers take students on instructionally related field trips, while others do not. Some teachers teach a package of material rapidly--others teach it slowly.

When comparing planning time to teaching time, some teachers spend twice, four times, even eight times the amount of time others spend in planning.

Mix with these human behaviors the different salaries paid teachers due to training and experience, and one comes up in a cost study such as this with vast, and very interesting variations.

Recommendations

The following recommendations are submitted for your consideration.

1. Each IP considered in this study should be carefully reanalyzed to determine the appropriateness of its anticipated instructional time and its clarity from a teacher's point of view.

2. Some IPs (particularly those identified for some reason in the summary) need investigation and possible modification, due to the unusually high demands on preparation time or requiring large amounts of additional cost item resource materials. Ultimately, all IPs should be so carefully and completely developed and packaged that this element of cost should almost entirely disappear.

3. Special attention should be directed toward teacher orientation, relating to both the philosophy of career education and the use of specially prepared career education instructional materials. Such orientation should ultimately result in more efficient (and economical) implementation of IPs.

4. When possible, district studies of instructional effectiveness should be related to cost studies such as this.

5. For all career education IPs, including those in this study, continual investigation must be maintained to insure appropriateness of content to student maturational level, and that the concepts and objectives are understood and appreciated by those responsible for the instruction.

6. Developed IPs should clearly specify alternative methods and learning routes possible in arriving at desired outcomes. Differing individual learning patterns, and differing patterns of instructional performance and preference must be allowed and provided for.

7. Similar cost studies should be continued with career education materials in future years.

8. Similar cost studies should be initiated in other instructional areas of the curriculum, so that valid and meaningful cost comparisons are possible.

APPENDIX A

Career Education Cost Analysis Data Collection Instrument

EDUCATIONAL RESOURCES MANAGEMENT CENTER, NORTHERN ARIZONA UNIVERSITY

Career Education -- Cost Analysis Study

The Mesa Public School District has contracted with the Educational Resources Management Center of Northern Arizona University to do an independent study of the cost of implementing a Career Education Program in Mesa schools. This form is for the cost analysis study, and is to be completed by the teacher as he or she teaches the Career Education Curriculum Unit. This form is to be returned with the curriculum unit. Please use this form only for the first unit taught and completed.

Your cooperation in this project will be noted, and is appreciated.

I. Descriptive Data

a. curriculum unit title _____

b. number c. _____ s. _____

c. number of students enrolled at beginning of unit _____

d. class level (circle grades represented) K 1 2 3 4 5 6 7 8 9 10 11 12

e. teacher (s) _____

f. school _____ Room No. (elem. only) _____

g. date unit started _____

h. date unit completed _____

II. In-Service Training (This item is not to include the General Career Education Orientation provided to all teachers in your district during your pre-school workshops. It is to cover any orientation and training related specifically to a given Career Education Curriculum Unit.)

What were the dates and the amount of time you spent in workshops, orientation and training sessions preparing to teach this career unit?

date _____ minutes involved _____

date _____ minutes involved _____

date _____ minutes involved _____

date _____ minutes involved _____

II. In-Service Training (continued)

Was any time involved during your normal contract day for transportation from your school office to meetings or workshops dealing primarily with career education units? If so, indicate number of minutes so used.

Travel time _____ (measured in minutes from school office to meeting or workshop location.)

III. Field Trips and Transportation

Indicate dates, departure and return times, and destination (by name and address) of field trips taken in connection with the teaching of this unit. Attach additional sheet if space provided is insufficient.

Date _____ Destination _____

Depart time _____ Time of Return _____

Mode of transportation _____ Bus No. if applicable: _____

Date _____ Destination _____

Depart time _____ Time of Return _____

Mode of transportation _____ Bus No. if applicable: _____

Date _____ Destination _____

Depart time _____ Time of Return _____

Mode of transportation _____ Bus No. if applicable: _____

IV. Additional Cost Items

As the unit you are teaching was developed, an attempt was made to make it a self-contained packet. All of the resources and materials should be in your hands. If, however, any additional item had to be ordered or purchased to teach this specific career unit, please identify the item and cost.

ITEM: _____ COST: _____

ITEM: _____ COST: _____

ITEM: _____ COST: _____

ITEM: _____ COST: _____

EDUCATIONAL RESOURCES MANAGEMENT CENTER, NORTHERN ARIZONA UNIVERSITY

V. Classroom Instruction Costs

On this page, and the reverse side if necessary, information regarding actual instructional time is to be shown. Please record the information carefully, in actual chronological order as the unit is taught.

1. Date	2. Planning Time in Min.	3. Teaching Time in Min.	4. Para-Professional Time in Min. (See attached code sheet) Number Code Min.	5. List Resource Materials Used Number of Materials List Coded Items Only (See attached code sheet) Number Code Min.

RESOURCE MATERIALS CODE

Ap	Art Print
Bk	Book, Textbook, Reference Book
Ca-A	Cassette (audio)
Ca-V	Cassette (visual)
Cat	Catalogue
Ch	Chart
Cs	Case Study
Ev	Evaluation
Ev Ky	Evaluation Key
Fm	Film (Motion Picture)
Fs	Filmstrip (silent)
Fss	Filmstrip (sound)
Ga	Games
Gl	Globe
Gr	Graph
In	Information sheet
Kt	Kit
La	Single Concept Loop
Ma	Magazine
Map	Map
Mf	Microfilm
Mo	Model
Ne	Newspaper
Op	Opaque Projector Materials
Pic	Picture Set
Pa	Pamphlet, Leaflet, Folder,
Po	Poster
Pz	Puzzles
Re	Record
Re	Resource Sheet
Sl	Slides
Tp	Tape Recording
Tr	Transparencies
Ty	Typewriter Ribbon
Vt	Video Tape
Wk	Worksheet
Wk Ky	Worksheet Key

All resource materials should be numbered in consecutive order throughout the entire unit, i.e., if one chart, one filmstrip, another chart, and one video tape are used in the unit, the coding would be as follows: Ch-1, Fs-2, Ch-3, Ve-4.

PARA-PROFESSIONAL CODES

Av	Audio-Visual Class Projectionest
Cla	Clerical Aid
Ia	Instructional Aid
O	Orientation Time Teacher gives any para-professional
Rp	Resource Personnel
Sec	Secretary
St	Student Teacher
Wes	Work Experience Students

AUDIO-VISUAL EQUIPMENT CODE

C'r	Cassette Tape Recorder
Fp	Filmstrip Projector
Mp	Movie Projector
Opr	Opaque Projector
Ov	Overhead Projector
Pho	Phonograph
Sp	Slide Projector
Ta	Tape Recorder
Utr	Video Tape Recorder

APPENDIX B

Listing of Career Education Instructional Packages Implemented

The following listing summarizes by identification number, title, and grade level the career education instructional packages implemented in this study.

Ident. No.	Title	Grade Level
Federal packages		
C3	A Study of Forestry and Related Careers	3
C18	How Greeting Cards are Created	3
C32-1	Learning About Business	2
C32-2	Berries, Gold, and Credit Cards: Forms of Economic Exchange	2
C33	Length and Area: Concepts, Skills, Tools and Workers	3
C51-1	Developing Locomotor Skills	1
C51-2	Physical Fitness Preparation for the World of Work	1
C52	Making Toys Through Teamwork	4
C54	Economic Education	3
C57	Economic Education	4
C59	Careers in Art	5
C75	Economic Education	1
C76	Becoming Aware of Needs and Responsibilities	K
C78	Attitudes, Tasks and Completion	2
C91	Workers Around Us	K
C93	People Who Work with Animals	2
C94	Activities, Roles and Occupations	2
C96	Community Workers	2
C98	The Supermarket	3
State packages		
S210	Growing with Responsibilities	5
S508	Money Matters	3
S509	Yearnings and Earnings	4
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